

# DISCRIMINATION IN MODERN SOCIETY

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**Abstract:** Issues of discrimination in modern society are examined in the article. Types of discrimination, ways of demonstration, methods of combating discrimination and inequality are described. Particular attention is paid to the legal basis and the real life stories, which serve as a material base for judgments how to prevent discrimination. Possible ways are suggested to eliminate such a negative phenomenon of society like discrimination.

**Key words:** discrimination, economics, management, legislation, modern society.

Widespread discrimination exists around the world. Discrimination and inequality are the major problems of the modern labour-market, they contradict with the idea of social justice and establish a barrier for economic development. Discrimination is one of the forms of inequality: unequal treatment and unequal opportunities produce cracks in labour productivity. Discrimination causes inefficient allocation of labour resources in the economy and leads to a total disability. Discrimination in education leads to irrational use of human resources, which are the important factor of economic growth.

Employment discrimination is an unfavorable treatment to people because of their inherent characteristics that are not related to their merits or the requirements of job. Removal of discrimination is a major precondition for achieving people to be able to choose their professional path freely, to develop their talents and abilities and to be rewarded according to their merits and achievements. A fair and honest nature of the employment relationship favors the development of worker's self-esteem, his motivation and morality. Discrimination on the contrary gives stress, reduces morality and motivation, affects the self-esteem and makes people steeped in prejudice. (Human Rights Support Center, 2013)

Individuality of every employee is supposed to be main capital of any company, a source of ideas and innovation. Organizations can and do discriminate against individuals despite the extensive framework of anti-discrimination laws. Basically, there is a list of indicators of discrimination causes, which include six points: ethnic origin, sex, age, sexual orientation, disability and religion. Organizations can have diversity policies in terms of these six points, but still not practice it. (U.S. Equal Employment Opportunity Commission, 2013)

- There is appearance and weight discrimination in the workplace. A person who has a perfect guidelines, credentials and experience might not get a job because of the overweight. And it's not fair to be rejected because of simply how you look.
- There is age discrimination on the workplace. Believe it or not at some companies 40 years old can be considered old. Age discrimination has been shown to begin at the mid-thirties, which is kind of scary, and then older you get then more salary, benefits and healthcare you require. Some companies do not deal with that. They fire people because they want someone "younger".
- There is a race and religion discrimination. White men are twice as likely to get management jobs as equally qualified black men. Migrants from the South are 50% less likely to get a job right now. Discrimination against Muslims in the workplace is a very hard allegation to prove, but Muslims continue to insist that discrimination is happening and some of it is aimed to the religions aspect of Islam. After 9/11 in the USA Muslim's life around the globe goes on, but there is no doubt that many of them feel that life is anything but normal. Discrimination especially on the job continues. Last decade, only in the USA thousands of complaint was filed against employers because of Muslim's discrimination.
- One out of four female employees has faced same form of sexual harassment.
- Homosexuals are not allowed to some jobs in the USA, for instance, teaching.

- 5% of disabled employees face discrimination every day. Yet, employers, have won 98% of discriminatory cases brought against them.
- In Britain, 3% of pregnant employees were made redundant while on maternity leave.
- HIV – positive become an outcasts, because people afraid to come near or even eat with them. Almost no chance for them to get a job at all. (UN OHCHR, 2012)

The list of types of discrimination is much bigger. Employees not only bring their knowledge skills and experience to work, but they also bring multiple group or social identities such as race, gender, sexual orientation, ages, beliefs or class.

Legal texts and regulations that prohibit discrimination are necessary but not sufficient. Almost every developed country has special laws that regulate principles of equality, but still we can see employment discrimination everywhere, even if it's prohibited. Sometimes discrimination is obvious, like if a woman is paid less than a man. In others it's more subtle, like having a job description that demands only 30+ years old workers. It seems that everybody understand that it's not right to be singled out, treated differently and made to feel bad because of who you are, but still when we look at each other – all we see is how different is that person. It's a part of human culture and everybody choose their own view of things, but on the workplace people must be treated correct in order to avoid violation.

Legislation of the European Union is the one of the most developed one in the area if discrimination. In every EU country there is a structure that should guarantee equality of the opportunities. Basically, in its activities these organizations lean on The EU directions. Their main role is to help the law to get off the ground and they do everything to make it clear for the Europeans that they have indefeasible right to live out of any discrimination. A person who was discriminated against can come to that kind of organizations and find a solution, start an investigation, find partners and sue the litigator who started to show discrimination, after all there is a big chance to get a compensation and that that situation will never take place again. However it is not that easy to proof that discrimination had happen against you. Some can't stop their derogation and persecution efforts even after the trial. That's why there is a huge difference between the requirements of the law and its execution in practice. (EU Agency for Fundamental Rights, 2010)

It is very hard to take being refused because of not what you have done, but because of who you are. Modern society got used to diversity. All groups today have conflict of some kind within and with other groups. Just the way it is. Discrimination existed in the remote past like part of human being essence; it still has strong presence nowadays.

There are a lot of discrimination stories, it happens in both developed and developing countries regularly. For instance, when a group of nine gay men, some dressed in women's clothes, tried to get a table in Pizza Hut in Blackpool, they were told that the restaurant had run out of pizza. Pizza Hut was sued for discrimination before long. Or another one, a 58 year old worker had to put up with ageist comments from his boss who told him that he didn't want any coffin dodgers in his office. Or an immigrant, working legally, was asked by his boss to show him his passport to prove that he has the right to work in the UK. He couldn't show them his passport because it was with the Home Office being checked. So they sacked him. And there is a million of examples in the world. (Advisenow, 2008)

As a rule, homophobia and racism are well-spread in modern society. For many of us sexual orientation and gender identity are the very delicate issues. Sexual orientation and gender identity are integral elements of the dignity of each person and should not serve as a basis of discrimination and violations. Race discrimination is the notion of mental or physical inferiority of a single race. It is unlawful to harass a person because of that person's race or color. Usually people forget that all human beings were born free and equal, all rights are universal, indivisible and interrelated. (Markgraf, 2013)

Society is needed to take serious steps to eradicate discrimination. Nowadays enforcement mechanism is unreasonable, we need positive actions and impartial educational system, professional training and subsequent employment. Both formal and informal barriers to equality should be eliminated. It is essential to take into account the diversity of cultures, languages, material status and the ability to read and write. In addition, governmental and private companies should be organized to educate and inform society about human rights. But first step should be taken at workplaces. Employment is a kind of strategic gateway where society can get rid of discrimination. Production

activity unites workers of different races, ages and sexual orientation on the basis of equal handling, at the same time it contributes to a sense of common purpose. In turn, it breaks stereotypes and prejudices that make up a ground for discrimination.

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